

Maine Stater

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MSEA Political Action: What We Do, Why We Do It

MSEA's PAGE Committee has been compiling and studying the voting records of members of Maine's 111th Legislature. State employees have been meeting with candidates and interviewing them to ascertain their feelings on issues that affect us as state workers. The purpose of this activity is to help you make an informed vote on November 6th.

Maps of the new legislative districts and a partial list of PAGE endorsements are included in a pullout section in this Stater. You will also find a copy of the questionnaire and a list of the votes considered by the P.A.G.E. Committee. The endorsement process will be completed by the time members receive this issue, and letters will be sent informing state employees, legislative district-by-legislative district, of the candidates PAGE has endorsed.

There are many questions that arise again and again concerning political action by the MSEA. The Stater put those questions to Phil Merrill, MSEA's Executive Director.

Q. When you look at a legislator's record, how do you decide which issues to consider?

A. The goal of MSEA's legislative program is set at the Annual Convention in resolutions passed by delegates. The issues are those of direct and immediate concern to Maine state employees.

Q. If you decide who to endorse just on the basis of issues important to employees, don't you leave out other things that may be important to us as citizens?

A. Yes. We can provide state employees with an objective view of how supportive a legislator has been to issues important to public employees. But it's up to each member to decide how important work-related issues are compared to other aspects of a legislator's record. For example, PAGE would not consider a legislator's vote on right-to-life issues, because it does not affect us in our role as workers, but any member might decide that those issues are the most important and override work-related concerns. Those are individual choices.

Q. Why does the MSEA get involved in politics, anyway?

A. The political process produces our legislators and governor. Together, they decide our political rights, our right to bargain, to have a union, to speak our mind. This process determines how much money there will be to pay our checks, indeed whether there will be a job there at all. If state employees are to have any say about their own future they must speak collectively in the legislature. They must be prepared to help those who have helped them. That is the essence of our system as designed by the founding fathers. It's a system of competing interests in which those who don't compete are ignored.

Q. Isn't PAGE's endorsement program really pro-Democratic Party?

A. No. We set no higher or lower standard for Democratic Party candidates than we do for Republicans. Unlike the Maine AFL-CIO, we **do** endorse many Republicans and we'd like to be able to endorse more, because we need the two-party system, but our standards are blind to party.

Q. Isn't our PAGE Committee just like every other P.A.C.?

A. No. We're different in several respects. We don't have large amounts of cash to give out, we depend on our ability to convince our members and have them contribute time and energy. We are the servant of neither political party and our goals and objectives are set by a large group of Maine people.

Q. What has political action done for us lately?

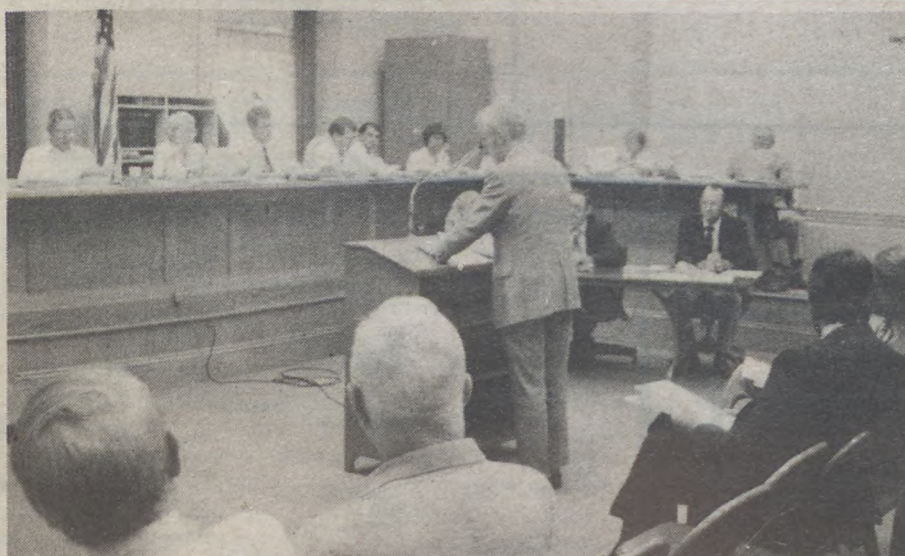
A. Much more than most Maine state employees take time to appreciate. In the last two years MSEA saved jobs in the Department of Inland Fisheries and Wildlife. We saved jobs in Maine State Liquor Stores. We played a major role in repealing the retroactive portion of tax indexing, which would have

cost many jobs. We helped pass a bill to provide adequate funding for MDOT. We passed long-sought legislation to give Maine's judicial employees the right to join a union and bargain collectively. There is much more, but suffice it to say that in any two-year period for hundreds of employees their jobs depend on it, and for the rest important rights are at stake. Because of past political action, MSEA has delivered, and will as long as we don't take it for granted.

Q. But does it really make any difference what any single employer does?

A. Yes. The greatest copout from taking collective action is believing that one person doesn't make a difference. That's bunk. Maine is a small state. Our legislative districts are small. Most citizens take democracy for granted, so the few that do work, who do try to convince their neighbors, have influence far in excess of their number. This is not unique to politics.

PAGE LEGISLATIVE ENDORSEMENTS SO FAR, Pages 5-8



Court Administrator Dana Baggett requests Legislature for court employee wage benefits similar to MSEA settlement. Initially, he was turned down.

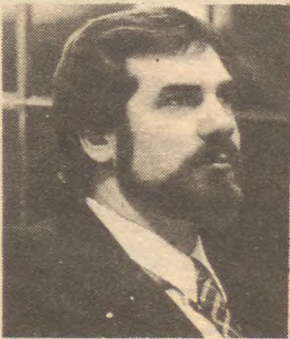
Maine Judicial Employees — An Emerging Voice, Already Heard

On August 30, MSEA President Gerry Stanton and Executive Director Phil Merrill stood before the Legislature's Appropriations Committee — meeting in Special Session — to offer testimony in support of MSEA's recent contract settlement. Following a public hear-

ing, that Committee looks at the contract costs and recommends approval or opposition to the Legislature.

Court Administrator Dana Baggett also presented
Continued on page 4

President's Column



By Gerry Stanton

MSEA — our union — is a strong union, a union for members, run by members, and collectively supported by over 12,000 active and retiree members. Members make this union all it is today, members joined together in a family to support each other and to see that all grow.

The early 1940's — when a few started MSEA — to the 1980's, when the family is stronger than ever, is a history to take pride in. As in any family, members collectively meet to discuss their needs, and based on that information make decisions that they believe are in the best interest of the whole family. Now, in less than a month, the elected leaders of this family will meet to review the needs of MSEA. They will review proposed resolutions, discuss the issues, debate over and eventually decide on the MSEA budget for 1985.

But that is a month away and as always there are other issues that demand immediate attention. We are

rapidly getting closer not only to Convention but to election time. We must remember that the two ways we protect or improve what we have gained over many years of hard work are: (1) through collective bargaining and (2) through the Legislature. We have recently settled a contract; now we must review and support those who can help us in the Legislature. We must, as always, take seriously the politics of the next two years and those that will serve the state during that time. We should remember those who have supported us in the past, and look seriously at those who may be able to provide support for the future.

During the next month, members will be seeing or hearing from Al Willis, Past President of MSEA. Al retired from state service this year but is working on a project basis through election time to help us in our review of political candidates. Please give Al your help where possible, get involved in your future by supporting candidates, and VOTE on November 6th.

MSEA To Look At Corrections Bond Issue On TV

An important issue for Maine voters on the November 6 referendum ballot is the \$10 million Corrections Bond — for major capitol improvements to Maine's prison system, especially the Maine State Prison in Thomaston and Maine Correctional Center in South Windham.

MSEA is encouraging state employees to vote in favor of the Corrections Bond, and is producing a 1/2-hour television show, scheduled for November 2 at 7 p.m. on Channels 6 (Portland) and 2 (Bangor), which presents a state employee perspective on the issue. Please watch us!

INCOME PROTECTION: THE NEW CONTRACT

A reminder to all Income Protection members: check your present monthly coverage when you receive the paycheck that **actually reflects an increase in your base salary.**

If your new salary level makes you eligible for a higher salary class you may increase your present cov-

erage up to a maximum of four hundred (\$400) dollars by submitting a new Income Protection Application within thirty one (31) days from the date the increase is **actually reflected in your paycheck.** Union Mutual has agreed to the four hundred (\$400) dollar maximum due to the fact that both increases in your base salary will be included in one paycheck.

| ELIGIBILITY CLASSIFICATION CHART | | |
|----------------------------------|----------------------|---|
| *Class | If Your Salary Is | You May Have Income Protection of |
| 1-2-3 | up to \$ 7,200 | \$100, \$200 or \$300 |
| 4 | \$ 7,200 to \$ 9,000 | \$100, \$200, \$300 or \$400 |
| 5 | \$ 9,000 to \$10,800 | \$100, \$200, \$300, \$400 or \$500 |
| 6 | \$10,800 to \$12,600 | \$100, \$200, \$300, \$400, \$500 or \$600 |
| 7 | \$12,600 to \$14,400 | \$100, \$200, \$300, \$400, \$500, \$600 or \$700 |
| 8 | \$14,400 to \$16,200 | \$100, \$200, \$300, \$400, \$500, \$600, \$700 or \$800 |
| 9 | \$16,200 to \$18,000 | \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800 or \$900 |
| 10 | \$18,000 to \$19,800 | \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900 or \$1,000 |
| 11 | \$19,800 to \$21,600 | \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000 or \$1,100 |
| 12 | \$21,600 to \$23,400 | \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000, \$1,100 or \$1,200 |
| 13 | \$23,400 and over | \$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000, \$1,100, \$1,200 or \$1,300 |

Members who are not actively at work on the date their salary increase is effective will be entitled to the increase in Income Protection Benefits **on the date they return to work.**

PLEASE NOTE: The lump sum payment of \$400 or 3½%, whichever is greater, **does not apply** to the amount of your Income Protection benefits.

If you need an Income Protection Application contact your payroll clerk or call MSEA at 622-3151 or 1-800-452-8794 (toll-free).

THE MAINE STATER

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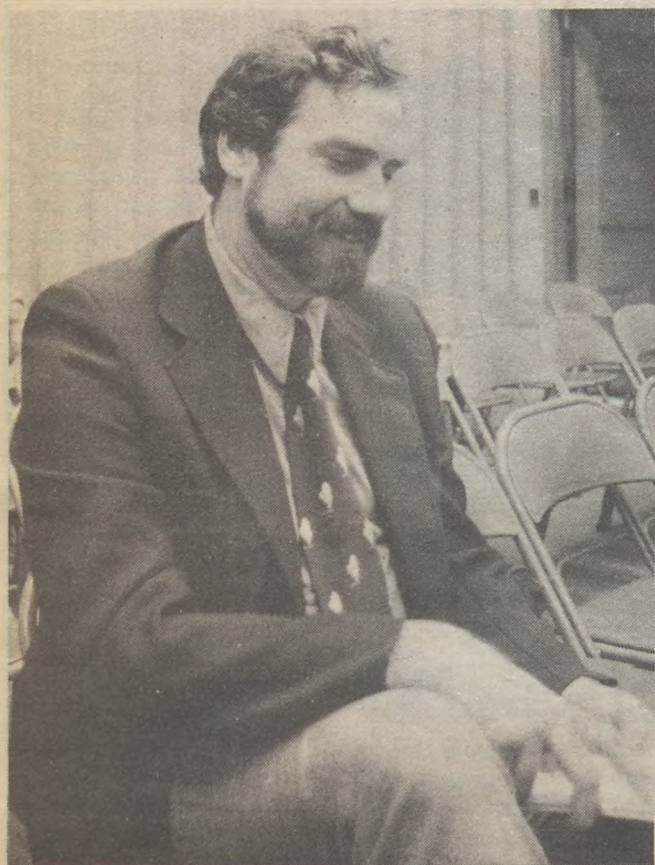
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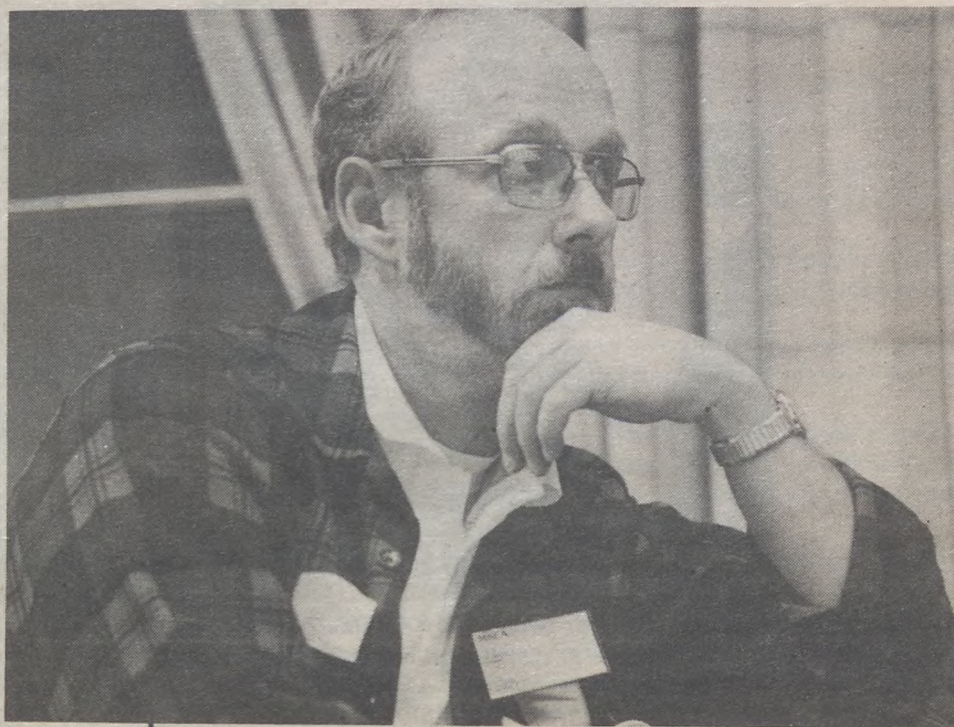
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Tel. (207)622-3151
1-800-452-8794





MSEA President Gerry Stanton waiting to testify for 4th contract in September

1984 Candidates For Top MSEA Office



MSEA V. P. Bob Ruhlin at the 1983 Convention.

Delegates to the MSEA Convention will elect a President and Vice-President to lead the union for the coming year; current President Gerry Stanton and Vice President Bob Ruhlin are running unopposed for the top offices. Under the current MSEA Constitution and Bylaws, the elective offices of President and Vice President shall be for one year and "no officer shall serve more than two successive terms in any one office."

President **Gerry Stanton** of South Windham, a vocational trades instructor at Maine Correctional Center, has been an active MSEA leader since the early 1970's. He has served on bargaining teams for each of MSEA's four contracts, and was the first chair of the Statewide Labor/Management Committee in 1978 and '79.

Stanton has held numerous union posts, and has consistently worked to develop MSEA into a strong, democratic organization able to address the changing needs of a wide variety of Maine state workers.

Vice President **Robert Ruhlin** of Bangor, an Engineering Technician for the Department of Transportation, has also been an active chapter and state MSEA leader for ten years. A statewide bargaining committee member since 1977 and team member during the recent contract negotiations, Ruhlin has been instrumental in the achievements of many MSEA committees since 1976. He was voted "Outstanding Member" in 1979 and '82.

Position Open On Retirement System Board Of Trustees

The Board of Trustees of the Maine State Retirement System has the "responsibility for the proper operation of the retirement system." Trustees formulate policy guiding administration of the system and supervise that administration as carried out on a day-to-day basis by the MSRS EXECUTIVE Director and staff.

The Board of Trustees has eight members: one each chosen by MSEA, the Maine Municipal Association, and the Maine Teachers Association; one retired state employee and one retired teacher; two public representatives appointed by the Governor; and the State Treasurer as a non-voting member.

Delegates to the MSEA Convention elect the active MSEA member to serve on the Board for a three-year term. That position, presently held by MSEA member Richard McDonough of Portland, opens up in January, 1985. Interested MSEA members who feel they are qualified to serve are encouraged to notify MSEA as soon as possible.

CONSISTENT MSEA SUPPORT FOR THE MAINE EQUAL RIGHTS AMENDMENT

"Equality of rights under the law shall not be denied or abridged in this state because of the sex of the individual."

— proposed equal rights amendment to the Maine Constitution

On November 6, citizens of Maine will have the opportunity to vote in referendum on the proposed equal rights amendment (ERA) to Maine's State Constitution. If the amendment passes, and all indications are that it will, Maine will join sixteen other states which constitutionally guarantee equal rights for all citizens.

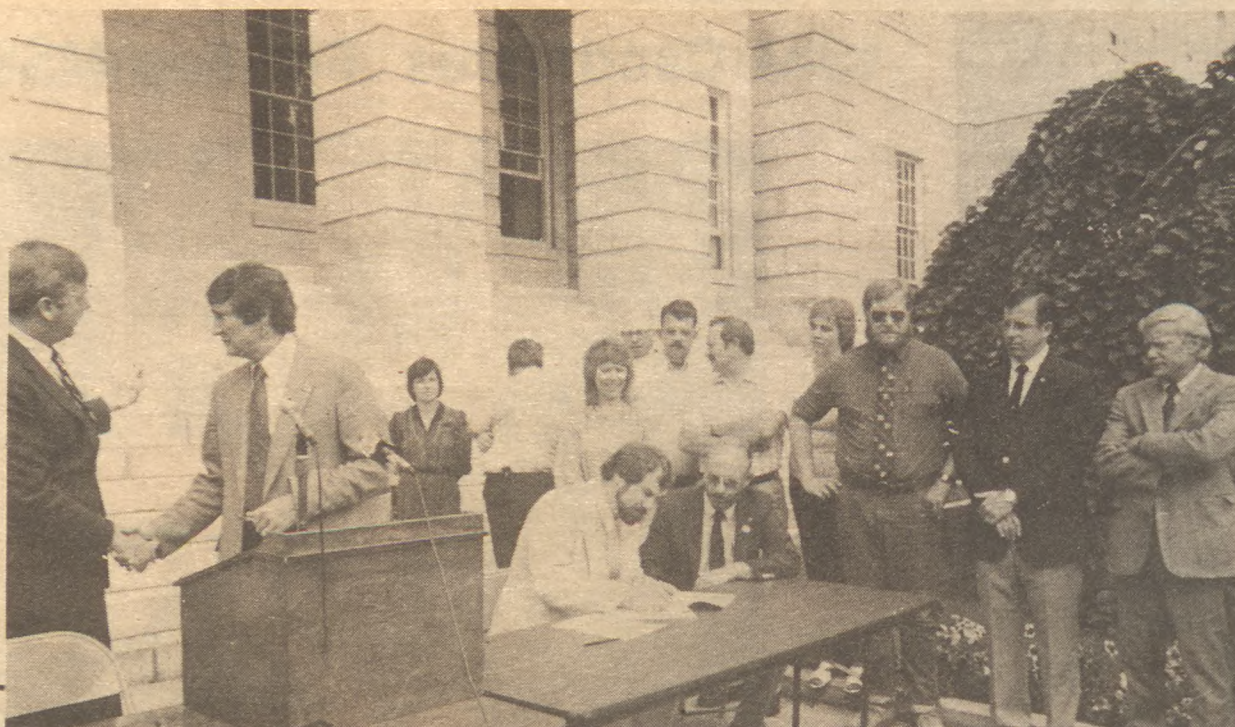
At MSEA's 1983 Convention — as at past conventions — delegates voted overwhelmingly to support efforts to pass such an amendment, resolving to "continue our strong support and encouragement for a Maine ERA, to be voted on in referendum by Maine citizens." That show of support in 1983 followed passage in that spring of L. D. 59, a "Resolution Proposing an Amendment to the Constitution of Maine to Provide Equality of Rights under the Law" by the 111th Legislature. Sponsor Nancy Clark (D-Freeport) testified at the resolution's public hearing that the ERA represented "social justice through the legislative process."



Kim Mathews of Durham, chair of the ERA for Maine Committee, wrote in a recent "referendum debate" on the ERA in the September 30 Maine Sunday Telegram that "enactment ... will simply provide a clear statement of principle that discrimination based on gender in Maine will not be tolerated."

MSEA has sought the same goal in collective bargaining. Our negotiated comparable worth study of jobs in Maine state government seeks to discover if there exists any pay bias in job classes that are traditionally female-dominated, and if there is, to see that such discrimination is ended.

"Passage of a Maine ERA is consistent with our committee's objective of ending any form of discrimination in pay for women — or anyone, for that matter — who works for the State of Maine," said Mary Ann Turowski, an MSEA member in Bangor who is currently on the labor-management Comparable Worth Committee. "I would encourage all state workers who support our goal to consider a 'yes' vote for the ERA amendment in November."



Contract Signed: twenty-plus months of bargaining for MSEA's fourth contract officially came to an end with the signing ceremony on September 11. Governor Joseph Brennan and MSEA Executive Director Phil Merrill shake hands while MSEA President Gerry Stanton and Vice President Bob Ruhlin sign the contract. MSEA bargaining team representatives and staff look on.

Judicial Employees:

Continued from page 1

testimony before the Appropriations Committee, requesting that its members recommend that employees in Maine's judicial branch receive essentially the same wage and benefit package negotiated by executive branch employees in MSEA bargaining units. MSEA has been supportive of previous, similar requests for court workers. Merrill testified in favor of the Administrator's request at that hearing.

But the Appropriations Committee balked. Taking into account the recently-passed judicial employees collective bargaining law (July 25), legislators felt that court employees should seek to bargain for any wage and benefit gains — even though much of the request applied to the year prior to July 1, 1984.

They recommended **no** funding for court employee raises.

When that news hit the courts, many employees were stunned. An uproar followed. Judges and legislators heard from judicial workers across the state. The news travelled fast, and served as a catalyst for many employees who were just beginning to acquaint themselves with the prospect and possibilities of collective bargaining.

After hasty consultation in Augusta between legislators, judges, and the Brennan Administration, a second funding request put forward for court worker pay increases at the very end of the Special Session sailed through the Legislature.

What happened? Maine's court employees made their collective voice heard, perhaps for the first time, and it worked. Though the bargaining law will now apply to future consideration of wage and benefit increases, Maine court employees have already demonstrated their collective resolve — an essential condition for negotiation of strong contracts in any future bargaining situation. Clearly, they are ready to join other Maine-state workers in exercising the right of self-determination in the public workplace.

The new judicial bargaining law, developed with the support of the Maine Supreme judicial court, should prove a welcome opportunity that individual court workers (and MSEA) have been seeking for years. In the representation drive now underway, significantly better than the minimum 30% of the 265 employees eligible for collective bargaining coverage have already

indicated a desire for bargaining unit elections. MSEA has been visiting the courts and meeting judicial employees over the past two months, providing information on the bargaining process and on electing a bargaining agent. Interest in MSEA representation is high. More to the point, though, judicial employees will be speaking for themselves, setting their own priorities, choosing their own leaders, and developing proposals for future contract bargaining. MSEA is ready to provide a strong foundation for judicial employee bargaining, and a professional framework in which they can seek to improve their wages, benefits, and working conditions. But the employees have already shown the will to act together on their own best interests, and that counts.

Vote Yes On Court Bond Issue

The 111th Legislature authorized a \$6 million court facilities bond issue to be voted on by Maine citizens in the November 6 referendum ballot.

\$3.3 million would be used to provide a much-needed new district court house in Portland. \$500,000 would be used for renovations to the Cumberland County Courthouse. \$2.2 million would be used for a new building in the Bath-Brunswick area to provide a consolidated District Court there.

Overcrowded, inefficient facilities in Portland have led to serious backlogs and, according to court officials, "citizens attending the District Court as witnesses for minor traffic violations may find themselves crowded into the same corridor as manacled criminal defendants." Assault victims may have to sit across from their alleged assailants because there are no other rooms to accommodate them. "There is no adequate space for such everyday matters as child custody hearings and divorces."

Passage of the bond issue will insure that all construction costs will be paid off in 10 years.

MSEA members and their families are urged to support the court bond issue on November 6; better court facilities serve both justice and the public good.

LETTERS To The Editor



The **Maine Stater** welcomes letters from MSEA members on issues of general concern to the membership!

Attention MSEA Members In Law Enforcement Unit

Following up a letter sent to chapter presidents regarding formation of a **statewide law enforcement chapter**, forest rangers are proposing that a statewide law enforcement caucus be held at the November 2-3 MSEA Convention to discuss this issue.

Law enforcement chapter presidents are urged to discuss the proposal for a statewide law enforcement chapter at pre-Convention chapter meetings for ideas and input at the Convention caucus.

Benefit Dance In Lewiston

MSEA's Androscoggin Chapter is sponsoring a Halloween dance on October 27 to benefit the Cancer Society. The dance will be at 9 p.m. at the Lewiston Armory. Chapter member Connie Sult is the chair of the committee organizing the event, which will feature music by Bob Fauche, from radio station WIGY.

Tickets are \$3 per person, and are available at MSEA Headquarters.

PAGE CANDIDATE SURVEY

MSEA surveyed 1984 candidates for legislative office on issues important to active and retired state employees. Survey questions are listed below. Information gained from the survey helped the 1984 PAGE Committee make endorsements for the November 6 election.

1. Maine state workers in classified service are prohibited by law from soliciting funds for political candidates or political parties. Unclassified state employees, teachers, and municipal employees — as well as every other Maine citizen — enjoy this basic right.
Would you support legislation granting Maine state employees the right to solicit funds for political purposes?
2. State employee contract negotiations have been long and bitter. Under current Maine law, there is no method to finally resolve the dispute short of labor just giving in to the Governor. Strike is prohibited. Arbitration is not binding on the central issues of wages, pensions, and insurance.
 - (a) Would you support legislation giving employees the right to strike?
 - (b) Would you support legislation to provide impasses would be resolved by binding arbitration on all issues including wages, pensions, and insurance?

- (c) Other:
 - (d) Believe current system is okay.
3. Since passage of the State Employees Labor Relations Act in 1974, there have been numerous efforts to narrow or limit the scope of bargaining — state refusal to negotiate over the issues of employee reclassifications and retirement are two examples. Which statement below best reflects your feelings on this subject?
 - (a) I think collective bargaining works best when all issues are open for discussion and the give and take of bargaining.
 - (b) In the public sector, collective bargaining can work but should really be limited to the narrow issues of general wage increases and working conditions.
 - (c) Collective bargaining may work in the private sector but we would be better off without it in the public sector.
 - (d) Unions have outworn their usefulness.
 4. The MSEA has bargained for and gotten a comparable worth study of Maine's classification and pay plan, the so-called Hay Plan.
The comparable worth study is to determine what, if any, jobs in state government which are traditionally women's jobs are underpaid. Now the Brennan Administration is maintaining that they do not have

to negotiate with the union over the results of that study.

Would you support legislation to require the Administration to at least negotiate over this important issue?

5. Would you support a reduction in the Maine State workforce as a viable means of reducing the state budget?
6. Do you believe that workforce reductions can save significant amounts of money without reducing state services?
7. Maine citizens pay for the services through tax dollars and rely on the effective performance of those services.

Do you believe that these state services could be provided effectively or efficiently if contracted out to the private sector instead of being performed by state employees?

Almost always _____ Sometimes _____
Never _____

Where PAGE planned an endorsement, each candidate was provided an opportunity to respond to the survey.

An endorsement may be made in those districts still "under consideration."

PAGE ENDORSEMENTS

✓ = Endorsed by PAGE

State Senate

Republican

No Candidate

✓ James McBrearty, Perham (RFD 1, Caribou 04736)

Ray H. Bird, Fort Fairfield (P. O. Box 330 04742)

✓ Charles M. Webster, Farmington (111 Perham St. 04938)

Elliott N. Levy, Greenville (P. O. Box 262 04441)

No Candidate

John H. Cashwell, Calais (313 Main St. 04619)

No Candidate

Jerome A. Emerson, Corinna (P. O. Box 431 04928)

No Candidate

Mary-Ellen Maybury, Brewer (1115 North Main St. 04412)

✓ Thomas R. Perkins, Blue Hill (15 Main St. 04614)

✓ Melvin A. Shute, Stockton Springs (Box 723 School St. 04981)

Mary Anne Smith, Harrison (Plains Rd. RFD 1 04040)

Edgar J. Morgan, Greene

No Candidate
Others

Democrat

District 1

✓ (Paul Elmer Violette, Van Buren (42 Violette St. 04785)

District 2

(Hollis E. Smith, Presque Isle (Maple Grove Rd. 04769)

District 3

✓ Michael E. Carpenter, Houlton (1 South St. 04730)

District 4

James P. Elias, Madison (38 Locust St. 04950)

District 5

✓ Charles P. Pray, Millinocket (101 Morgan Lane 04462)

District 6

✓ Michael D. Pearson, Old Town (Box 454 04468)

District 7

✓ Larry M. Brown, Lubec (44 Washington St. 04652)

District 8

✓ Edgar E. Erwin, Rumford (133 Knox St. 04276)

District 9 (Under Consideration)

Eunice E. Forbus, Cornville

District 10

✓ John E. Baldacci, Bangor (67 Palm St. 04401)

District 11

✓ Kenneth P. Hayes, Veazie (249 MRB 04401)

District 12

Carroll T. Brown, Jr., Brooklin (Box 18, Sedgwick 04676)

District 13

Harold F. Glencross, Pittsfield (RFD 1 Box 3650 04967)

✓ Zachary E. Matthews, Winslow (41 Smiley Ave. 04902)

District 14

District 15

✓ R. Donald Twitchell, Norway (3 Packard Ave. 04268)

District 16 (Under Consideration)

Georgette B. Berube, Lewiston (195 Webster St. 04240)

District 17

✓ Judy C. Kany, Waterville (18 West St. 04901)

Republican

Robert B. Benson, Litchfield (R 2 Box 1250 04350)

No Candidate

Charlotte Z. Sewall, Newcastle (Box 286 04553)

Russell W. Brace, Rockport (39 Spruce St. 04856)

Others

No Candidate

Rosemarie Cote Butler, Lewiston (158 Webster St. 04240)

Courtney E. Stover, West Bath (New Meadows Rd. 04530)

✓ Henry W. Black, Baldwin (West Baldwin 04091)

No Candidate

Kenneth M. Cole III, Windham (2 Boulder Way, North Windham 04062)

Bernard P. Rines, Gorham (RR4 Box 60 04038)

No Candidate

No Candidate

No Candidate

Barbara A. Gill, South Portland (70 Springwood Rd. 04106)

Norman A. Baker, Sanford (P. O. Box 127, Springvale 04083)

Marguerite C. Pendergast, Kennebunkport (P. O. Box 04046)

Walter W. Hichens, Eliot (424 State Rd. 03903)

District 18

✓ Charles G. Dow, West Gardiner (RFD 3, Gardiner 04345)

District 19

✓ Beverly Miner Bustin, Augusta (6 Colony Rd. 04330)

District 20

✓ William B. Blodgett, Waldoboro (RFD 1 04572)

District 21

✓ Jean B. Chalmers, Rockland (P. O. Box 505 04841)

District 22 (No Endorsement)

Richard L. Trafton, Auburn (R 3 Box 548 04210)

District 23

✓ N. Paul Gauvreau, Lewiston (82 Pine St. 04240)

District 24 (Under Consideration)

Brenda H. Nelson, West Bath (RR 1 Box 458 Fosters Pt. 04530)

District 25

George A. Carroll, Limerick (Box 761 Elm St. 04048)

District 26 (No Endorsement)

Nancy Randall Clark, Freeport (RFD 2 Lambert Rd. 04032)

District 27

✓ G. William Diamond, Windham (RR1 Box 52 04082)

District 28

✓ Ronald E. Usher, Westbrook (342 Saco St. 04092)

District 29 (No Endorsement)

Mary Najarian, Portland (173 Pleasant Ave. 04103)

District 30

✓ Thomas H. Andrews, Portland (68 Hampshire St. 04101)

District 31 (No Endorsement)

Peter W. Danton, Saco (7 Beach St. 04072)

District 32 (Under Consideration)

Sharon B. Benoit, South Portland (75 Parrott St. 04106)

District 33

✓ John L. Tuttle, Jr., Sanford (29 Cottage St. 04073)

District 34

✓ Dennis L. Dutremble, Biddeford (3 Haley Circle 04005)

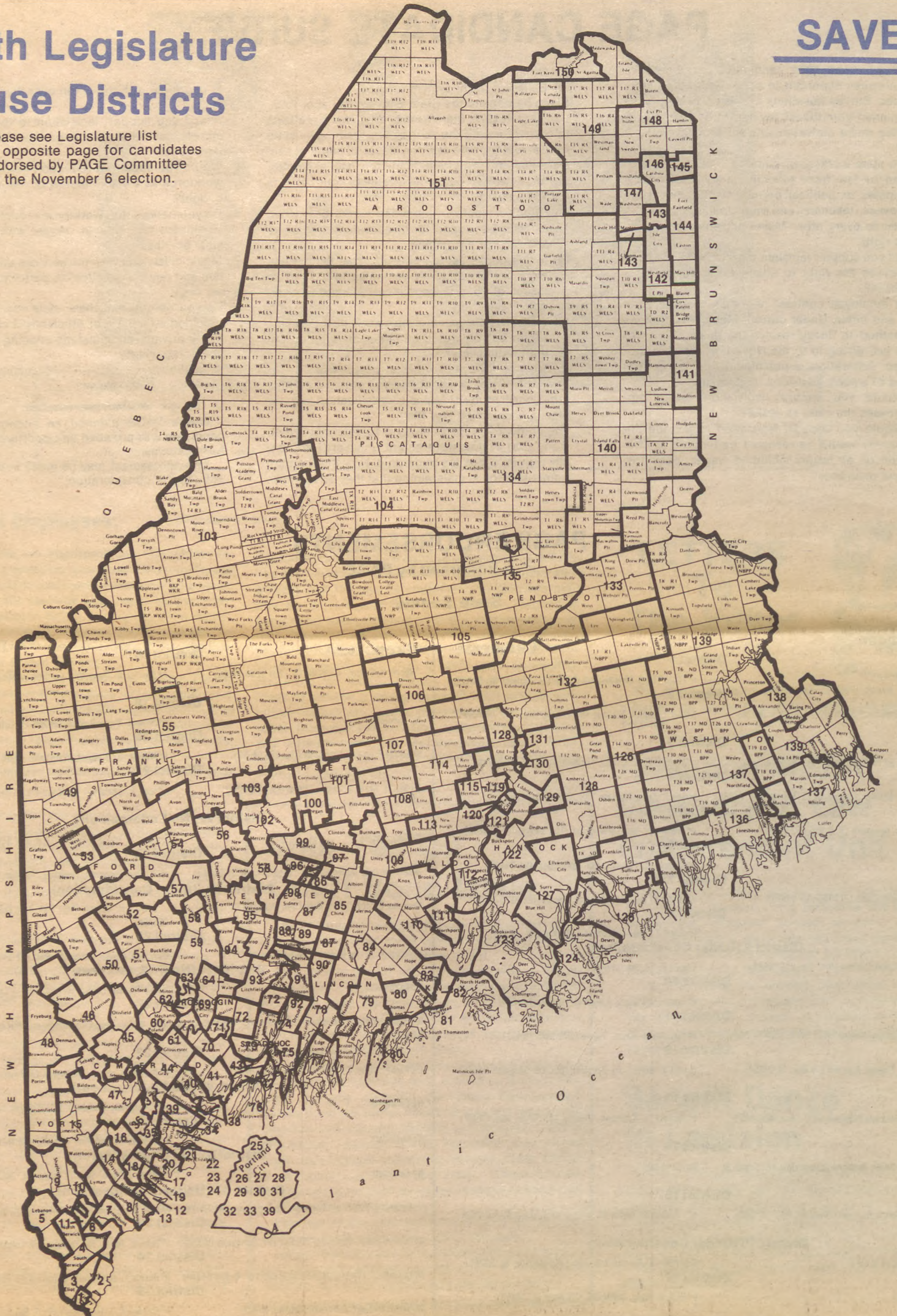
District 35

✓ Stephen C. Estes, Kittery (P. O. Box 4, Kittery Point 03905)

112th Legislature House Districts

Please see Legislature list
on opposite page for candidates
endorsed by PAGE Committee
for the November 6 election.

SAVE



STATE HOUSE OF REPRESENTATIVES

✓ = Endorsed by PAGE

Republican

Democrat

Republican

Democrat

Republican

Democrat

District 1 (no endorsement)

Cecil O. Lancaster, Kittery (118 State Rd. 03904)

Frederick F. Soucy, Kittery (48½ Williams Ave. 03904)

District 2

✓ Neil Rolde, York (Sewall's Hill Box 304. 03909)

District 3 (No Endorsement)

No Candidate

No Candidate

District 4 (No Endorsement)

Orland G. McPherson, Eliot (142 State Rd. 03903)

No Candidate

Wesley Farnum, South Berwick (42 Union St. 03908)

Donald E. Leuchs, South Berwick (Rte. 1 Box 421 03908)

District 5 (No Endorsement)

Eleanor M. Murphy, Berwick (P. O. Box 345 03901)

Rosa M. Dickson, Berwick (85 Sullivan St. 03901)

District 6 (No Endorsement)

Alberta M. Wentworth, Wells (RFD 2 Box 276 04090)

Steven R. Einstein, Ogunquit (Box 2415 0390*)

District 7 (No Endorsement)

Thomas W. Murphy, Jr., Kennebunk (Summer St. 04043)

Joseph T. Curran, Kennebunk (69 York St. 04043)

District 8

H. Stedman Seavey, Kennebunkport (RFD 2 Box 969

Janet Winters, Kennebunkport (RR2 Box 53 04046)

04046

District 9 (No Endorsement)

James H. Crossman, Sanford (RFD 1 Box 51, Springvale

Vinton T. Ridley, Shapleigh (RFD Box 261, Springvale 04033)

04083)

District 10 (Under Consideration)

Lawrence F. Libby, Sanford (16 Mousam St., Springvale

Mona Walker Hale, Sanford (99 School St. 04073)

04083)

District 11

✓ Norman R. Paul, Sanford (9 Park St. 04073)

District 2 (No Endorsement)

No Candidate

Arthur G. Descoteaux, Biddeford (43 Oak Ridge Rd. 04005)

District 13 (No Endorsement)

No Candidate

Roland A. Rioux, Biddeford (192 Granite St. 04005)

District 14 (No Endorsement)

No Candidate

Norman O. Racine, Biddeford (43 Highland St. 04005)

District 15 (Under Consideration)

Willis A. Lord, Waterboro (Box 14, No. Waterboro 04061)

John C. Monteith, Waterboro (Rte. 1 Box 310, East Waterboro

04030)

District 16 (No Endorsement)

Kerry E. Kimball, Buxton (Box 31 RFD 3, Gorham 04038)

Phyllis J. Roberts, Buxton (RFD 3 Box 564, Gorham 04038)

Others

District 17 (No Endorsement)

No Candidate

John McSweeney, Old Orchard Beach (40 Miles Ave. 04064)

District 18 (Under Consideration)

Earl E. Brili, Jr., Saco (74 Middle St. 04072)

Guy R. Nadeau, Saco (52 Cleveland St. 04072)

District 19 (Under Consideration)

Robert H. Knox, Saco (548 Jenkins Rd. 04072)

Daniel R. Warren, Scarborough (54 Elmwood Ave. 04074)

District 20 (No Endorsement)

Linwood M. Higgins, Scarborough (P. O. Box 231 04074)

Kate Brand, Scarborough (write-in) (29 Greenwood Ave.

04074)

District 21 (Under Consideration)

Mary Clark Webster, Cape Elizabeth (10 Surfside Rd. 04107)

Stephen P. Simonds, Cape Elizabeth (18 Brentwood Rd.

04107)

District 22 (No Endorsement)

Earl G. Nicholson, South Portland (P. O. Box 2589 04106)

Agnes Mavounreen Thompson, South Portland (48 Vincent St.

04106)

District 23 (No Endorsement)

No Candidate

Edward J. Kane, South Portland (253 Evans St. 04106)

District 24

✓ Harold M. Macomber, South Portland (29 Kelsey St. 04106)

District 25

✓ Edith S. Beaulieu, Portland (51 Congress St. 04101)

District 26

✓ Laurence E. Connolly, Jr., Portland (82 Salem St. 04102)

District 27

✓ Harlan Baker, Portland (74 Deering St. 04101)

District 28 (No Endorsement)

Daniel B. Eddy, Portland (180 High St. 04101)

Merle Nelson, Portland (71 Carroll St. 04102) (Female)

District 29 (Under Consideration)

No Candidate

Pauline T. Noyes, Portland (450 Baxter Blvd. 04103)

Peter J. Manning, Portland (108 Brighton Ave. 04102)

District 30 (Under Consideration)

Edward J. Marcello, Portland (28 Leonard St. 04103)

Joseph C. Brannigan, Portland (168 Concord St. 04103)

District 31

✓ H. Craig Higgins, Portland (107 Main Ave. 04103)

District 32 (Under Consideration)

Miriam J. Gough, Portland (P. O. Box 10378 04104)

Annette M. Hoglund, Portland (56 Lane Ave. 04103)

District 33 (Under Consideration)

Russell R. Day, Westbrook (44 Oakland Ave. 04092)

William B. O'Garra, Westbrook (29 Cardinal St. 04092)

District 34 (No Endorsement)

No Candidate

J. Robert Carrier, Westbrook (315 Bridge St. 04092)

District 35 (Under Consideration)

Gerald A. Hillock, Gorham (RR 4 Box 403A 04038)

C. Russell Boothby, Gorham (144 South St. 04038)

District 36

✓ Ada K. Brown, Gorham (697 Gray Rd., So. Windham 04082)

District 37

✓ Gary C. Cooper, Windham (RR 2 Box 241, So. Windham

04082)

District 38 (No Endorsement)

Robert G. Dillenback, Cumberland (197 Tuttle Rd. 04021)

No Candidate

District 39 (No Endorsement)

Allan L. Bonney, Falmouth (73 Allen Ave. Ext. 04105)

No Candidate

District 40

✓ Edward Ainsworth, Yarmouth (RR1 Box 110 04096)

District 41

✓ James Mitchell, Freeport (RFD 1 Box 122 04032)

District 42 (Under Consideration)

William B. Lunt, Freeport (Box 263 R2 04032)

Charlene B. Rydell, Brunswick (3 Baribeau Dr. 04011)

District 43

Reginald G. Pinkham, Brunswick (Old Bath Rd. 04011)

✓ Charles R. Priest, Brunswick (24 School St. 04011)

District 44

✓ Donnell P. Carroll, Gray (P. O. Box 163 04039)

District 45 (Under Consideration)

Robert E. Moore, Casco (Box 128 04015)

P. Kelley Simpson, Casco (RFD 1 Box 141 04015)

District 46

No Candidate

District 47

✓ Ernest Clifford Greenlaw, Standish (Star Route, Steep Falls

04085)

Clifford K. LaPierre, Standish (P. O. Box 265, Sebago Lake

04075)

District 48 (Under Consideration)

William F. Lawrence, Parsonfield (West Newfield 04095)

Gary Cris Willough, Stow (P. O. Box 38, No. Fryeburg 04058)

District 49

✓ Jeffery N. Mills, Bethel (P. O. Box 439 04217)

District 50

✓ Roger H. Roderick, Oxford (RFD 1, South Paris 04281)

Joseph G. Walker, Norway (15 Sanborn St. 04268)

District 51 (No Endorsement)

Susan J. Bell, Paris (17 Maple St., South Paris 04281)

Richard M. Adams, Buckfield (RFD 1 Box 1970 04220)

District 52

No Candidate

✓ Francis J. Perry, Mexico (38 Middle Ave. 04257)

District 53

No Candidate

✓ Phyllis R. Erwin, Rumford (133 Knox St. 04276)

District 54 (Under Consideration)

Richard W. Armstrong, Wilton (P. O. Box 481 04294)

Susan L. Gallant, Dixfield (8 Bullrock Lane 04224)

District 55

✓ Edward L. Dexter, Kingfield (P. O. Box 470 04947)

No Candidate

District 56 (Under Consideration)

John E. Mudge, Farmington (3 Eastmont Sq. 04938)

Gwilym R. Roberts, Farmington (12 Knowlton Ave. 04938)

District 57 (No Endorsement)

No Candidate

Richard E. McCollister, Canton (Box 621 04221)

District 58 (No Endorsement)

Darryl N. Brown, Livermore Falls (P. O. Box Q 04254)

Richard H. C. Tracy, Rome (Box 1410, Norridgewock 04957)

District 59 (Under Consideration)

Roy I. Nickerson, Turner (P. O. Box 215 04282)

Raymond L. Langelier, Turner (RR 1 Box 589 04282)

District 60 (No Endorsement)

Daniel J. Callahan, Mechanic Falls (RFD Box 240 04256)

No Candidate

District 61

Ralph White, Auburn (46 Elm St. 04210)

✓ Alfred L. Brodeur, Auburn (87 Sixth St. 04210)

District 62 (Under Consideration)

Larry W. Higgins, Auburn (Write-in)(504 Lake Ave. 04210)

Constance D. Cote, Auburn (68 Highland Ave. 04210)

District 63

No Candidate

✓ John Michael, Auburn, (163 Summer St. 04210)

District 64 (Under Consideration)

John Telow, Lewiston (825 Main St. 04240)

Steven E. Sherlock, Lewiston (7-6 Tall Pines Dr. 04240)

District 65 (No Endorsement)

No Candidate

John A. Aliberti, Lewiston (204 Montello St. 04240)

District 66 (No Endorsement)

No Candidate

Bradford Boutillier, Lewiston (P. O. Box 3046 04240)

District 67 (No Endorsement)

No Candidate

Gregory G. Nadeau, Lewiston (P. O. Box 261 04240)

District 68

No Candidate

✓ James R. Handy, Lewiston (31 Homefield St. 04240)

District 69 (No Endorsement)

No Candidate

Roger M. Pouliot, Lewiston (70 Irwin St. 04240)

District 70 (No Endorsement)

No Candidate

Martin S. Hayden, Durham (RFD 3, Freeport 04032)

District 71 (No Endorsement)

No Candidate

John Jalbert, Lisbon (Box 303 04250)

District 72 (No endorsement)

Albert G. Stevens, Sabattus (P. O. Box 431 04280)

Sharon A. LaPlante, Sabattus (RFD 2 Box 4890 04280)

District 73

Bruce Ellison, Topsham (Box 246 04086)

✓ Lorraine N. Chonko, Topsham (New Lewistown Rd., Pejep-

scol 04067)

District 74

✓ Pamela Lee Cahill, Woolwich (RFD 3, Box 2690, Wiscasset

Maria Holt, Bath (115 High St. 04530)

04578)

District 75 (Under Consideration)

Mary E. Small, Bath (175 Oak St. 04530)

Stephen A. Filler, Bath (16 Winter St. 04530)

District 76 (Under Consideration)

David L. Rose, Harpswell (RD Box 2199, Brunswick 04011)

James Reed Coles, Harpswell (Rte. 2, Box 59, So. Harpswell

04079)

District 77 (No Endorsement)

Others

No Candidate

District 78 (No Endorsement)

Rufus E. Stetson, Jr., Damariscotta (Box 555 04543)

No Candidate

District 79 (Under Consideration)

Jeanne F. Begley, Waldoboro (RFD 1 Box 29 04572)

Susannah A. French, Bristol (Rte. 1 Box 20, Round Pond

04565)

District 80

Peter A. Larsen, Thomaston (75 Main St. 04861)

✓ Joseph Mayo, Thomaston (47½ Main St. 04861)

District 81

✓ Guy G. Scarpino, St. George (Box 147, Port Clyde 04855)

Emily B. Lane, Vinalhaven (Box 466 04863)

District 82

Jeffrey K. Ellis, Rockland (81 Waldo Ave. 04841)

✓ Rita B. Melendy, Rockland (59 Acadia Dr. 04841)

District 83 (No Endorsement)

Priscilla G. Taylor, Camden (34 High St. 04843)

Earl K. Kelly, Camden (21 Pearl St. 04843)

District 84

Frank A. Lee, Palermo (RFD Box 2520 04354)

✓ Carol Allen, Washington (RFD 1 Box 1980, Liberty 04949)

District 85 (Under Consideration)

Paul Parent, Benton (RFD 2, Waterville 04901)

Machael E. Stevens, Albion (Box 2885 04901)

District 86 (No Endorsement)

No Candidate

Donald V. Carter, Winslow (7 Baker St. 04092)

District 87 (Under Consideration)

Harland W. Bragg, Sidney (RFD 1 Box 5860, Waterville 04901)

Christine F. Burke, Vassalboro (RFD 3 Box 2470, Waterville

04901)

District 88

✓ Donald F. Sproul, Augusta (76 Newland Ave. 04330)

John M. Mulholland, Augusta (33 Stone St. 04330)

District 89

No Candidate

✓ Patrick E. Paradis, Augusta (18 Laurel St. 04330)

District 90

Alden L. Ingraham, Augusta (20 Sixth Ave. 04330)

✓ Daniel B. Hickey, Augusta (118 Sewall St. 04330)

District 91

Stanley F. Shaw, Chelsea (RD 2 Box 224, Gardiner 04345)

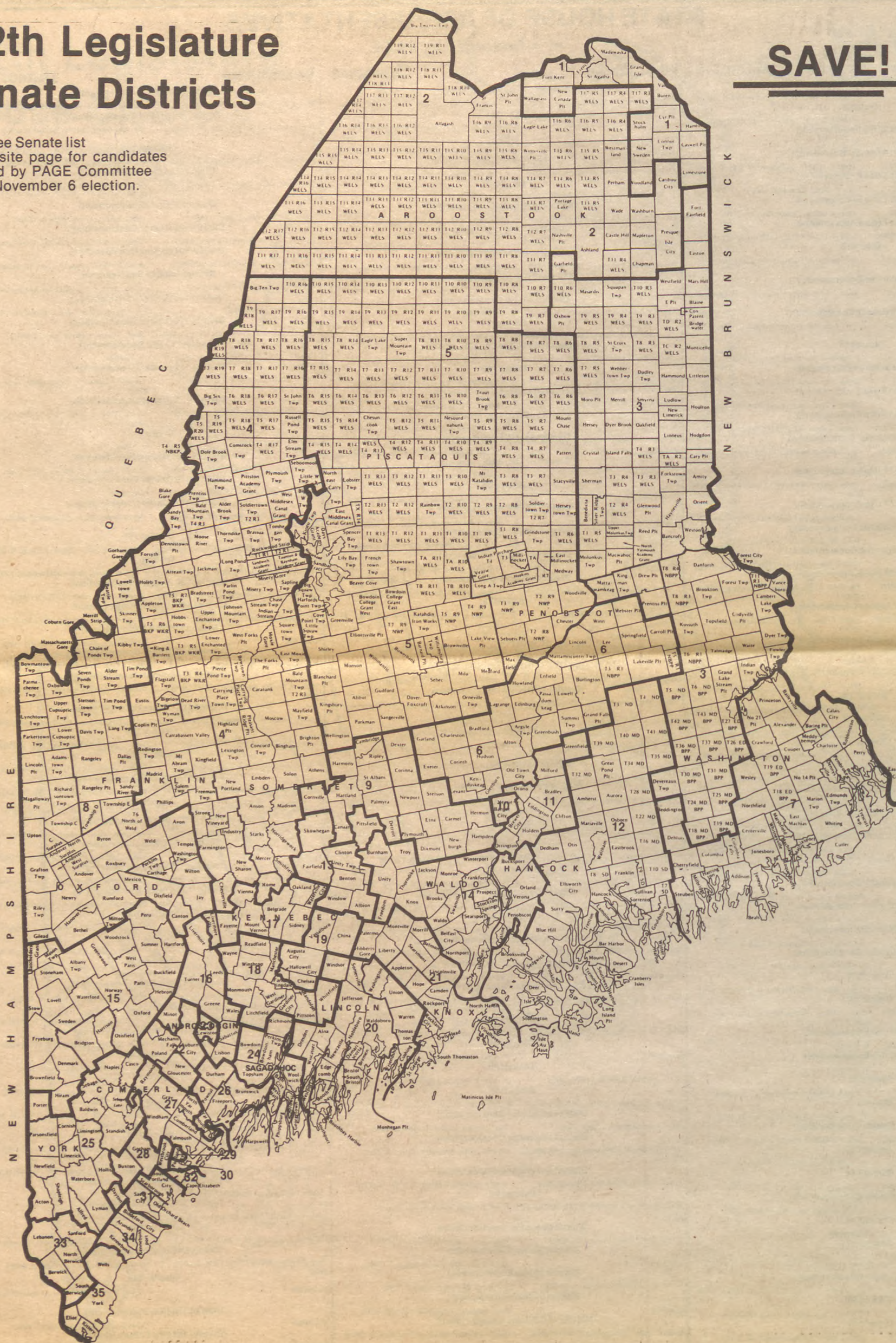
✓ Polly Reeves, Pittsford (RFD 2 Box 427, Gardiner 04345)

District 92 (Under Consideration)

Jean T

112th Legislature Senate Districts

Please see Senate list
on opposite page for candidates
endorsed by PAGE Committee
for the November 6 election.

SAVE!

Grievance Reveals Asbestos Problem In State Office Building — Questions Remain

By Don Matson, MSEA Staff

In September 1983, several Maine state employees who perform operations and maintenance work in the boiler room of the State Office Building contacted MSEA about what they felt were unsafe working conditions.

Insulation covering one of the building's boilers, installed in the early 1950's, was verified by the Department of Human Services Public Health Laboratory as being made of asbestos. The same asbestos insulation had been physically removed by employees from two other boilers in the building in July, 1978 under state direction — potentially exposing them to hazardous working conditions at that time as well.

Notes and documents concerning a complaint made by employees during the 1978 removal process indicate that work crews had torn off the asbestos insulation from the two boilers with "knives, crowbars, and screwdrivers." "Dust flying" in the room had been "swept up by crews." Notes indicate that employees involved wore "paper face masks and gloves" while ripping at the asbestos.

Maine's Bureau of Labor Standards apparently reviewed the situation at the time, but no safety report is on file.

MSEA Steward Barry Cote filed a grievance in behalf of the employees in November 1983, requesting all State records regarding operations of the boiler room and employees who worked there, and any related state information on practices for handling of asbestos. The union sought as remedy for the grievance: "the immediate removal of insulating material asbestos from Boiler #1 in compliance with Federal and State occupational safety standards by trained personnel;" medical exams and evaluations for all employees working or having worked in the past in the building's boiler room; and establishment of a Health and Safety Labor Management Committee, and a training and education program to address the safety issue.

State management responded cooperatively, while notifying the union that according to the State OSHA Office "there are no federal standards that apply to state employees, and state occupational safety standards do not require the removal of asbestos insulating material."

The state also provided relevant documents requested by the union to steward Cote, as well as information on who had actually stripped asbestos from the boilers in 1978. Further efforts to learn about the problem followed under Administrative Services Division Director David Campbell. A union-management meeting on June 11, 1984 resulted in a State OSHA inspection of the boiler and the taking of air and dust samples.

Independent laboratory analysis of the samples showed "no employee hazards present at this time." Though a level of airborne asbestos fibers was found, it fell well below the existing federal limit.

Continued cooperation between MSEA and the state led to agreement on an asbestos-related health screening program for ten employees found to have worked at the boiler site in recent years. The employees are scheduled to have the medical tests performed in Portland in October 1984, and regular monitoring of their health will follow.

The State did **not** agree to removal of the insulating material from the boiler, so steward Cote pursued the grievance seeking to have the asbestos insulation on the boiler properly removed. The grievance was denied, and has now gone to arbitration.

Serious questions remain. The immediate, vital issue of the health of these employees aside, why shouldn't the state of Maine have clear, applicable standards requiring removal of this extremely hazardous material from state worksites as a matter of law? Where else at state worksites could asbestos be a problem?



Steward **Barry Cote**: "Health of the employees is the main issue. The State has been willing to go this far, getting them medical tests and monitoring their

health; but are they still being exposed to asbestos? What about the condition of that boiler insulation a few years down the road?"

MSEA Safety and Health Update ASBESTOS IN THE WORKPLACE

A regular concern for MSEA and for all Maine public workers is workplace safety and health. In Maine state employment alone there are over 1,000 employee worksites, and each is different. While some work is hazardous by nature, other employees face potential health and safety problems — such as the atmosphere inside a building — which are less readily observable or obviously experienced.

A safe workplace is your **right**, not just a privilege. Better information about health and safety issues helps you exercise that right.

Asbestos is among the most dangerous materials that you can work with. Because it often takes years to show ill effects, you may feel safe when your life is in danger!

Asbestos is a virtually indestructible fibrous mineral — heatproof, fireproof, and resistant to most chemicals. It is used in more than 3,000 products: shingles for roofing and siding; sheets for exterior and interior walls; pipes to carry water, gas, and sewage; brake linings and clutch facings on automobiles and heavy equipment; papers and felts for roofing; acoustical ceilings; plasterboard; fireproof wall board; sheetrock taping compounds; fireproof insulation for spraying on structural steel; and insulation for pipes and boilers. Almost no group of workers is without potential exposure. Asbestos is now regarded as one of the leading industrial causes of cancer.

Asbestos is known to cause the following diseases:

1. Asbestosis — a severe scarring of the lungs caused by inhaling fibers over a period of many years.
2. Lung Cancer;
3. Mesothelioma — a cancer of the membrane lining of the chest or abdomen. Fatal within a year after diagnosis, it is believed to occur only after exposure to asbestos. It can result from small doses of asbestos, well below the current maximum limit.

You should also realize that other insulating

materials, such as mineral wool, fiberglass, and other fibers, may well have similar effects as those associated with asbestos because of their physical properties, but at the present time there is no statistical information available. When your health is at stake, you should assume these substances are hazardous until proven otherwise.

Maximum Allowable Concentration

There is no known safe level to prevent asbestos-related diseases. The current federal standard of 5 fibers/cubic centimeter (cc) — counting any fibers longer than 5 microns — is aimed at eliminating asbestosis. However, evidence exists that insulation workers exposed to less than 5 fibers/cc have contracted asbestosis.

Protective Measures

Work practices designed to release little or no dust to the air are possible. They must be used! The short fibers of asbestos dust, like water vapor, may stay airborne indefinitely. The following precautions are essential:

1. Any hazardous process should be isolated to limit exposure.
2. All areas should be kept dust-free by adequate ventilation and dust removal equipment.
3. Asbestos materials should be worked while damp wherever possible.
4. Housekeeping methods which keep the material confined to as small an area as possible and sealed disposal containers must be used.
5. The work clothing of exposed workers should be disposable. Restricted areas for cleaning up must be provided so that contaminated clothes will not come into contact with the street clothes of the workers.
6. The use of respirators is essential. However, this is hazardous to workers with cardiac or pulmonary problems as they add to the strain on their heart and lungs. It must be remembered that a respirator is merely a filter and does not eliminate all fibers of respirable length. Workers should be given the choice of respirators.

If you feel a problem with asbestos may exist at your worksite, contact MSEA or Maine State OSHA (289-3331).

Solidarity Wins For Nurses At EMMC

The first time, it took seven long years for nurses at Eastern Maine Medical Center in Bangor to gain a contract from management, but through perseverance and with community support, they did it. The benefits — for the nursing staff and for patients at the hospital — have been clear: the hospital's nursing staff grew from 300 to 460 nurses during the life of that contract, directly contributing to improved patient care.

This time, in 1984, nurses at EMMC worked for four months without a contract. After an angry, highly publicized dispute with EMMC management over the summer, which included informational picketing, a community support rally and candlelight vigil, mediation, and a strike vote, they got their second contract. And they won the war.

"Nurses at EMMC did not want to strike," said Polly Campbell, the Maine State Nurses Association Director of Economic and General Welfare, after settlement was reached, "but after all their options didn't work — trying to get a contract the hospital could live with — they were ready."

Led by Unit 1 President Anna Gilmore and Dottie Baro, Chair of the Negotiating Team, EMMC nurses were prepared to see the struggle through to the end.

"Each nurse had to decide personally whether she could do it. They knew if they didn't, they'd be compromising everything worked for for years — and they would be compromising patient care," Campbell said.

Hospital officials stopped serious bargaining with nurses late in July and unilaterally implemented a



MSNA'S Polly Campbell

3.1% across-the-board pay increase for bargaining unit members. At the same time they gave increases amounting to 7% to all other non-union EMMC employees. Top-level management had already received pay increases averaging 26% during the past year.

"It was clear then that the hospital was trying to

bust the union," Campbell said, "but the fact didn't crystallize until late in September when hospital officials rejected the mediator's proposed settlement." Then came the nurses vote to strike if they had to. This time when the mediator stepped in, both sides agreed to a contract.

On September 27, the MSNA membership in Unit 1 voted overwhelmingly in favor of their new contract. The agreement included wage and benefit figures proposed by federal mediator John LaPoint, an improved career ladder for nurses, and a strengthened union security clause similar to MSEA's. The contract extends through September 1986, allowing time for the union and management to mend fences — if the willingness is there.

"The settlement strengthens our position on the organizing front," commented Campbell. "Every nurse in the state was watching this one. The fact that these nurses were willing to maintain solidarity was a message that we **can** have power. In fact, we just won an election on September 20 to represent over 40 nurses at another worksite. We have a waiting list of people requesting MSNA services."

"The reason that hospitals exist is because people need nursing care, the professionals skills of the registered nurses," Campbell emphasized. "They deserve to be treated fairly."

MSEA, which pledged its support to the nurses throughout the difficult dispute, and on occasion helped walk their informational picket line, couldn't agree more.



photo by John Hanson

Union Summer School Participants: MSEA had a strong showing at the second summer institute for public sector unionists, held for 3 days in August at

the University of Maine, Gorham. Union education workshops were the heart of the program, which was jointly offered with the SEA of New Hampshire.

RETIREES NEWS

Pension Cost-Of-Living Issue: Quiet For Now

The 40-year-old Maine State Retirement System is considered a sound and comparatively generous pension system now providing regular benefits to 17,000 retired public employees in Maine. While over those years the Retirement System has also incurred an "unfunded liability" of \$1.2 billion — money owed to participants which is not presently in the \$650 million retirement fund, the debt is considered manageable.

The Retirement System's Board of Trustees several years ago initiated a schedule for fully paying off that liability over a 20-year period, and the Legislature has in recent years authorized millions of dollars to aid the process.

Present law allows the Maine Legislature to grant a yearly maximum cost of living increase of 4% to retiree pensions as relief against inflation. In 1983 and '84, the 111th Legislature included such a 4% cost of living increase for retirees in the state budget; the increase is reflected in pension checks received by retirement members of the MSRS in October.

Should inflation rise, as it has dramatically done in the past and shows signs of doing gradually in the near future, retirees must lobby the Legislature for further relief.

This September 26, a Joint Committee formed by three Maine retiree groups representing members of

the MSRS — MSEA Retirees, Maine Association of Retirees, and the Maine Retired Teachers Association — held the last of several meetings designed to look at the cost-of-living problem and recommended fairer, permanent cost of living legislation to offset the effects of inflation. The Committee voted, however, to withdraw any changes from present consideration and to support the current law granting a maximum of 4% — and seek future relief on an ad hoc basis when necessary. Why? Faced with projected actuarial costs of any legislation providing permanent increases above 4% (well over 100 million dollars during the same period that the unfunded liability is to be paid off, according to the Retirement System's actuary, Robert Towne Associates) the Committee felt that no improved permanent formula would currently gain legislative favor.

This decision leaves in place the yearly lobbying process for cost-of-living adjustments begun in 1977, when retiree increases were severed from collectively-bargained, active employee increases through legislation.

In each of the years from 1980 through 1983 — largely years of high inflation — MSEA and the Retirees Steering Committee sponsored and lobbied hard for legislation granting additional cost-of-living

increases **above 4%** for retirees to offset the escalation in living costs. They were successful in 1981 (2%), and 1982 (about 2%).

Active MSEA leaders have also shown increasing concern for maintaining the integrity of MSRS benefits for employees and for retirees, leading the successful effort in 1983 to defeat proposed legislation which would have made elected, representative Board of Trustees positions subject to political appointment by the Governor.

Richard McDonough, past MSEA president and active member of MSEA, is presently the chairman of the MSRS Board of Trustees, during a period which has seen among other improvements a rise in the rate of interest paid on retirement contributions from 4½% to 8½%, and an increase in retiree insurance benefits from 25% of average final coverage to 40%, with a minimum of \$2,500.

MSEA has consistently worked to protect the Retirement System and improve benefits for employees and retirees, and will continue to do so in the future. Keeping a strong, representative voice on the Board and in the Legislature serves the interests of the System's 34,000 members. If the cost-of-living issue for retiree pensions again moves to center stage, MSEA will be there.

Group Eye Care Program for MSEA Members

MSEA participates in a group eye care program offered by Maine Opticians to MSEA members, their immediate families, and retiree members.

The program entitles MSEA participants to a **20% discount** on all eye care needs, including purchase of all accessories sold at each location.

If you or any member of your immediate family wish to buy new glasses, simply make an appointment with any Ophthalmologist or Optometrist of your choice, ask for the prescription, and then take it with your identification card to any of the locations listed:

Maine Professional Opticians
Memorial Rotary
Augusta, Maine 04330
623-3984

Maine Professional Opticians
980 Forest Avenue
Portland, Maine 04101
797-9165

Bangor Optical Center
336 Mount Hope Avenue
Bangor, Maine 04401
947-3200

Edmondson Opticians
221 Eastern Avenue
Augusta, Maine 04330
623-4523

Berries Opticians
86 Maine Street
Brunswick, Maine 04011
725-5111

Berries Opticians
Front Street
Bath, Maine 04530
725-5111



Aroostook Retiree Officers and delegates in September. Chapter President Cedric Porter, far right, ran a lively, organized business meeting at the luncheon.

Aroostook County Retirees Meet

The James I. Hoyt #4 Retirees chapter held its annual meeting at the Northeastland Hotel in Presque Isle on September 5, and a good turnout of over 50 conducted business under the guiding hand of chapter president Cedric Porter. Guest speaker Phil Goggins, Chair of MSEA's Retirees Steering Committee, emphasized the need for cooperation among Maine retiree groups in insuring the integrity of the Maine State Retirement System and for "educating legislators" about how the system works, and should work. "We'll probably stay with what we have right now,"

Goggins said about efforts to establish a permanent formula for retiree pension cost-of-living adjustments. Goggins emphasized that the inflation rate will be watched carefully and action taken accordingly.

The chapter has established and awarded a yearly scholarship for college students in Maine, and intends to send a full delegation to the 1984 MSEA Convention. Delegates will be President Cedric Porter, Herschel Good of Monticello and Louise Lambert of Houlton.

Arbitration Win SENIORITY AND A PROMOTIONAL OPPORTUNITY

In the fall of 1983, the Maine Turnpike Authority posted a vacancy for a top supervisory position. Three employees in the Turnpike supervisory bargaining unit applied for the job.

Following a review of the applicants "necessary skills and licenses" needed to perform the job, and evaluation of whether each applicant met the "minimum qualifications" for the job, the Authority selected an individual with less seniority as a member of the supervisory bargaining unit but greater seniority as a long-term employee of the Turnpike Authority (called "system-wide" seniority).

The applicant most senior in the supervisory unit grieved denial of the promotion, and the grievance went to arbitration.

MSEA argued in the grievant's behalf that the Turnpike contract required the Authority to use length of service in the Supervisory unit as the deciding factor in filling the job — assuming the grievant had the

"necessary skills" and met the "minimum qualifications."

The Authority's position was that seniority should be established not by length of service in the supervisory unit, but by system-wide seniority — total length of service as a Turnpike employee. In any case, management claimed, the grievant had not in its judgment met the "minimum qualifications" standard.

Arbitrator Marc Greenbaum decided that the grievance would be upheld if two points were successfully established: (1) that the intent of the Turnpike contract was that bargaining unit seniority prevail over system-wide seniority; and (2) that the grievant indeed passed the "minimum qualifications" test.

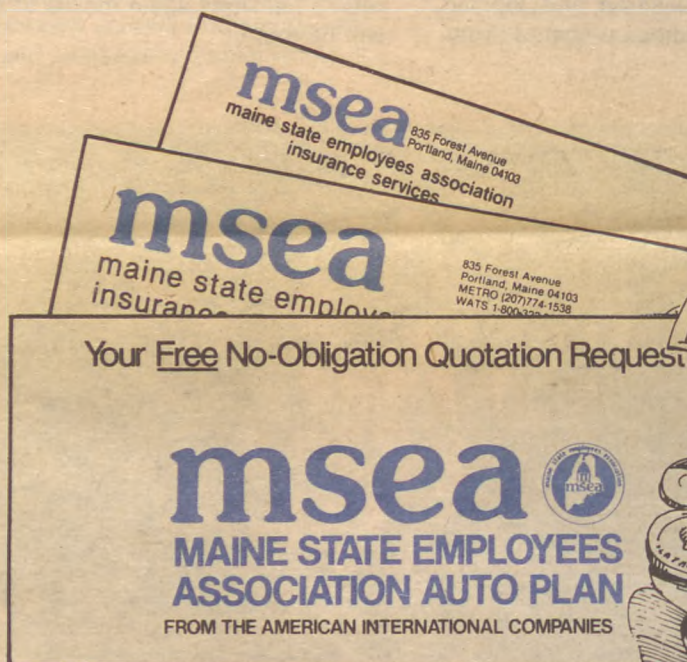
The arbitrator first determined that the contract (and its bargaining history) upheld the union's argument. In the contract, said the arbitrator, MSEA had consistently sought to protect the rights and opportunities for promotion of experienced supervisors "who

might be disadvantaged in seeking promotion . . . by more junior supervisors with greater system-wide seniority."

The Turnpike Authority's "minimum qualifications" test for the job required applicants to receive in a point scale a passing score of 70 from his or her supervisor or supervisors. In the grievant's case, two supervisors had given him scores of 69 and 71 — one below passing and one above. Averaging the two produced a passing grade of 70. Use of just one unsatisfactory score to deny the grievant his promotion — as the Authority argued it had the right to do — was "arbitrary and unreasonable," according to the arbitrator, and unacceptable.

Thus the grievant successfully met both the seniority standard and the "minimum qualifications" standard. The arbitrator ruled that he must be offered the promotion, with pay back to the date he should have been given the job.

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